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DD FORM 100

Project One Hundred Hours and CHARACTERISTICS AND PERFORMANCE OF "NEW STANDARDS" IN

176

DEPARTMENT OF DEFENSE ASSISTANT SECRETARY OF DEFENSE
(Manpower and Reserve Matters)

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INTRODUCTION

This report provides information on the progress achieved during the first three years of Project One Hundred Thousand.

In October 1966 the Department of Defense revised the entrance standards for military service and began accepting men who would have been disqualified in the past because of failure to meet the mental standards and for physical defects which are easily correctable. This report identifies them as "New Standards" men.

We were convinced that a very high proportion of these men would qualify as fully satisfactory servicemen when exposed to the modern instructional techniques used in the Armed Forces. As a by-product, their service would prepare them for more productive lives when they returned to civilian life. The revision in entrance standards is also resulting in a more equitable sharing of the opportunities and obligations for military service among the Nation's youth.

Mental standards were lowered -- not eliminated. At the present time volunteers and draftees who score as low as the 10th percentile on the Armed Forces Qualification Test (AFQT) are acceptable. Non-high school graduates who score between the 10th and 30th percentile on the AFQT must also pass supplementary aptitude tests. The current mental and educational standards produce a disqualification rate of about 10 $\frac{1}{2}$ % for mental reasons. This means that about 200,000 young men of each group coming of military age still cannot meet the current mental standards for military service.

New Standards men are not "mentally retarded" as the term is generally used in the educational and psychological professions. Current mental standards are considerably higher than they were in World War II, and are slightly higher than the standards which were in effect during the 1951 - 1958 period. In other words, the Military Services have had previous experience in training and utilizing men who score low on our entrance tests. Over the years there have been improvements in training methods and assignment procedures which have helped improve our success rate with men accepted under Project One Hundred Thousand.

While entrance standards have been revised, performance standards have not been lowered. New Standards men must meet the same criteria as other men for graduating training courses, for advancement and for retention in service. They are not singled out or stigmatized in any manner. After completion of basic training they are trained in a military skill through formal courses or by on-the-job training. There are provisions at all stages of training for giving them extra help during training, if they need assistance. Some New Standards men receive remedial literacy training to help prepare them for their military training courses.

The goal for the first year was 40,000 New Standards men and about 100,000 men in each of the next 2 years. Project One Hundred Thousand derived its name from this annual goal. We actually accepted 246,000 New Standards men during the first 3 years of the program. The quotas are now set as a percentage of the total input of men for the enlisted ranks. As force levels are reduced, and fewer men enter service, the number of New Standards men accepted will also decrease.

The results of Project One Hundred Thousand are being monitored in detail by a data file on the characteristics and performance of New Standards men and by supplementary reports. This reporting system is used as the source for the statistical tables in this booklet. The subjects covered in this report are:

- Progress in Meeting Accession Goals
- Basic Training
- Entry-Level Skill Training
- Assignments
- Grade Level
- Supervisory Evaluations
- Offenses During Service
- Educational Upgrading
- Attrition From Active Service
- Medically Remedials

The "Highlights" section at the beginning of the report summarizes and analyzes the data which are contained in the statistical tables.

HIGHLIGHTS

SECTION A - PROGRESS IN MEETING ACCESSION GOALS, OCTOBER 1966 -
SEPTEMBER 1969

1. DURING THE FIRST 3 YEARS OF PROJECT ONE HUNDRED THOUSAND WE ACCEPTED 246,000 NEW STANDARDS MEN.
 - 92% came in as a result of lowered mental standards.
 - The remaining 8% were Medically Remedials -- men with correctable physical defects.
2. QUOTAS FOR ACCEPTING NEW STANDARDS MEN WERE ACHIEVED.
 - 3-year goal 235,000
 - Achieved 246,000
3. NEW STANDARDS MEN WERE 11% OF TOTAL NEW INPUT FOR THE ENLISTED RANKS.
4. THE PROGRAM BROADENED THE OPPORTUNITIES FOR VOLUNTARY ENLISTMENT, THEREBY REDUCING DRAFT CALLS.
 - 53% of the New Standards men were volunteers.
 - Of the 130,000 New Standards men who were volunteers, 63,000 entered the Army and Marine Corps. These two Services were users of the draft during this period. The additional volunteers made available under Project One Hundred Thousand resulted in lowered draft calls.
5. 19,000 OF THE NEW STANDARDS MEN WERE MEDICALLY REMEDIAL MEN.
 - 83% of the Medically Remedials were overweight and underweight cases.
 - 17% required surgery.
6. INPUT OF MENTAL GROUP IV's HAS BEEN 24% OF NEW ACCESSIONS DURING PROJECT ONE HUNDRED THOUSAND, COMPARED TO 17% IN FY 1966.
 - Group IV's are men who score between the 10th and 30th percentile on the AFQT. New Standards men score in the lower segment (10-20) of the Group IV range.

- The goal has been to accept 22% of new accessions as Group IV's. We accepted 24%.

7. FUTURE INPUT OF NEW STANDARDS MEN WILL DROP IF TOTAL ACCESSIONS ARE REDUCED.

Starting with the third year of the program, quotas for New Standards men (Mental and Medically Remedial) were established as a percentage of total new accessions. This means that if we take fewer men into service we will be accepting fewer New Standards men in absolute numbers.

Current quotas require 11% of accessions to be New Mental Standards men -- 12% for Army and Marine Corps and 9% for Navy and Air Force.

The quota for Medically Remedials is 1.5% of volunteer accessions -- 1% for Army and Marine Corps, and 2% for Navy and Air Force.

SECTIONS B THROUGH J PERTAIN TO

NEW MENTAL STANDARDS MEN

SECTION B - CHARACTERISTICS OF NEW STANDARDS MEN

The following is a profile of New Standards men accepted by revised mental standards during the period October 1966 - June 1969, compared to all other men (Control Group).

	<u>New Standards Men</u>	<u>Control Group</u>
1. AGE		
Average years	20.3	20.2
2. RACE		
% who were non-White	41.2%	9.1%
3. EDUCATION		
% high school graduates	45.2%	76.4%
Number school grades completed (avg.)	10.6	11.9
% who failed or repeated school grades	47.0%	NA
4. ACADEMIC ABILITY		
Reading, median grade	6.3	10.9
% reading below 4th grade	13.3%	1.1%
Arithmetic, median grade	6.3	NA
5. ARMED FORCES QUALIFICATION TEST		
Median percentile score	13.6	56.8
6. PRE-SERVICE CIVIL COURT CONVICTIONS		
Percent with convictions	9.2%	NA

	<u>New Standards Men</u>	<u>Control Group</u>
7. HOME GEOGRAPHIC AREA		
Northeast	17.0%	20.9%
North Central	21.6%	33.9%
South	49.3%	27.7%
West	<u>12.1%</u>	<u>17.5%</u>
Total	100.0%	100.0%

NA - Not Available

SECTION C - BASIC TRAINING

1. 94.6% OF THE NEW STANDARDS MEN GRADUATED BASIC TRAINING, COMPARED TO 97.5% FOR THE CONTROL GROUP.
2. THE GRADUATION RATES FOR NEW STANDARDS MEN VARY CONSIDERABLY BY SERVICE:

Army	96.3%
Navy	91.4%
Air Force	90.8%
Marine Corps	<u>88.9%</u>
DoD	94.6%

3. THE GRADUATION RATE FOR NEW STANDARDS MEN DECREASED IN THE THIRD YEAR OF THE PROGRAM:

1st Year	96.0%
2nd Year	95.6%
3rd Year	<u>92.7%</u>

4. THOSE WHO FAIL BASIC TRAINING ARE SEPARATED FROM SERVICE.

The causes for New Standards men failing to complete basic training are:

Unfit/Unsuitable	2.1%
Medical	2.1%
Misconduct	0.2%
Hardship, Dependency, Etc.	<u>1.0%</u>
Total	5.4%

SECTION D - ENTRY LEVEL SKILL TRAINING

1. AFTER GRADUATING BASIC TRAINING, NEW STANDARDS MEN RECEIVE SKILL TRAINING BY ATTENDING A FORMAL COURSE OR BY ON-THE-JOB TRAINING (OJT).

- In the Army and Marine Corps they all receive formal skill training.
- In the Air Force 70% receive formal training and 30% are given OJT.
- In the Navy nearly all New Standards men are trained by OJT methods.

The data in this section covers experience in formal skill training.

2. THE ATTRITION RATE OF NEW STANDARDS MEN IN SKILL COURSES IS 10%, COMPARED TO 4% FOR CONTROL GROUP MEN ATTENDING THE SAME COURSES.

- The attrition rate includes academic failures, illness, and other administrative reasons.
- Men who fail a skill course are rarely discharged. They are usually reassigned to other courses or to on-the-job training more suited to their aptitudes.

3. NEW STANDARDS MEN ARE MORE SUCCESSFUL IN COURSES WHICH STRESS PRACTICAL WORK AND DO NOT REQUIRE SIGNIFICANT READING AND MATHEMATICAL ABILITIES.

- They experience very low attrition in combat courses and in the simpler technical skills -- e.g., cook, field lineman, driver, supply clerk, auto mechanic.
- They have a high failure rate in complex courses, such as electronics maintenance.
- Overall attrition rates are low because most New Standards men attend the simpler courses.

SECTION E - ASSIGNMENTS

1. FOR DOD, 37% OF THE NEW MENTAL STANDARDS MEN AND 23% OF THE CONTROL GROUP MEN ARE ASSIGNED TO COMBAT TYPE SKILLS.

The remaining 63% of the New Standards men are assigned to skills which have direct or related counterparts in the civilian economy.

2. THE ASSIGNMENT PATTERN VARIES BY MILITARY SERVICE BECAUSE EACH SERVICE HAS A DISTINCT OCCUPATIONAL MIX.

	<u>% of New Standards Men In Combat Skills</u>
Army	41%
Navy	33%
Air Force	None
Marine Corps	<u>56%</u>
DoD	37%

3. THE MOST COMMON ASSIGNMENTS FOR NEW STANDARDS MEN ARE:

- Infantry and Artillery
- Food Service
- Supply
- Administration
- Equipment Repair (automotive, aircraft and ships)
- Wire Communications
- Seamanship
- Combat Engineering
- Military Police

4. MOST NEW STANDARDS MEN ARE ASSIGNED TO OCCUPATIONS WHICH ARE CONSIDERED "SOFT-SKILL" AREAS IN THE MILITARY SERVICES.

However, most of these skills are marketable in the civilian economy and pay well. For example, they can become automotive mechanics, construction workers, telephone lineman, truck drivers, policemen, cooks, and skilled workers in many other civilian occupations.

SECTION F - GRADE LEVEL

Men enter service in pay grade E-1. Grade E-9 is the highest enlisted grade.

1. NEW STANDARDS MEN ARE MAKING SATISFACTORY PROMOTION PROGRESS.

This is the picture for those who had 22-24 months service:

	<u>Percent E-4 And E-5</u>
New Standards Men	55%
Control Group	65%

2. THE PROMOTION PROGRESS VARIES CONSIDERABLY BY MILITARY SERVICE.

- Percent in grades E-4 and E-5 after 22-24 months service:

	<u>New Standards Men</u>	<u>Control Group</u>
Army	73%	85%
Navy	6%	54%
Air Force	10%	18%
Marine Corps	<u>51%</u>	<u>58%</u>
DoD	55%	65%

- Navy shows the biggest difference in promotion rate of New Standards men compared to Control Group men. In part, this disparity exists because most Navy New Standards men receive on-the-job training instead of attending a formal course, thereby taking longer to qualify for promotion. Another relevant factor is the requirement to pass competitive Navy-wide written tests to qualify for advancement to grade E-4 and above.

SECTION G - SUPERVISORY EVALUATIONS

ABOUT 90% OF THE NEW STANDARDS MEN RECEIVE RATINGS THAT RANGE FROM EXCELLENT TO GOOD.

- Each Service has its own rating terminology. The following table provides a rough comparison of supervisory ratings by Service:

	<u>New Standards Men</u>	<u>Control Group</u>
<u>Army</u>		
Good and Excellent	98%	99%
Unsatisfactory and Fair	2%	1%
<u>Navy</u>		
Effective, Highly Effective, Extremely Effective	92%	97%
Inadequate and Adequate	8%	3%
<u>Air Force</u>		
5-9 (highest 5 levels)	93%	98%
0-4 (lowest 5 levels)	7%	2%
<u>Marine Corps</u>		
Good, Excellent, Outstanding	92%	96%
Unsatisfactory, Poor, Fair	8%	4%

- In using this data, we should recognize that many supervisors are lenient in rating their subordinates. The gap between the job performance of New Standards men and Control Group men is probably greater than is reflected in the above ratings. We should also keep in mind that the New Standards men were performing the simpler jobs in each Military Service. Accepting the limitations of supervisory ratings as a criterion, it is still noteworthy that only a small percentage of the New Standards men who are on duty receive the lower ratings.

SECTION H - OFFENSES IN SERVICE

1. NEW STANDARDS MEN MUST MEET THE SAME MORAL STANDARDS AS OTHER MEN FOR ENTRY INTO SERVICE.

The entry standards eliminate felons and young men who have a serious pattern of delinquent behavior. Only 9% of the New Standards men have any civil court convictions prior to entering service.

2. THE OFFENSE RATE FOR NEW STANDARDS MEN IS MODERATE.

During 22-24 months service 13% received non-judicial punishment and 3% were court-martialed.

3. NEW STANDARDS MEN HAVE A HIGHER INCIDENCE OF NON-JUDICIAL PUNISHMENT THAN THE CONTROL GROUP.

Incidence After 22-24 Months Service

	<u>New Standards Men</u>	<u>Control Group Men</u>
Army	15.0%	9.1%
Navy	9.7%	3.5%
Air Force	4.2%	1.5%
Marine Corps	<u>23.8%</u>	<u>18.2%</u>
DoD	13.4%	8.2%

- Non-judicial punishment is meted out by a commanding officer for minor offenses such as: traffic violations, missing bed check, violating curfew, lateness and other unauthorized absences. The punishment usually consists of extra duty or loss of privileges.

4. NEW STANDARDS MEN HAVE A HIGHER INCIDENCE OF COURT-MARTIAL CONVICTIONS THAN THE CONTROL GROUP.

Incidence After 22-24 Months Service

	<u>New Standards Men</u>	<u>Control Group Men</u>
Army	3.7%	1.5%
Navy	0.5%	0.3%
Air Force	0.6%	--
Marine Corps	<u>5.3%</u>	<u>4.7%</u>
DoD	3.0%*	1.4%

* Annual rate is 1.5%.

- Court-martial convictions are for such serious offenses as AWOL, desertion, striking a superior, robbery, etc. Punishment usually involves confinement in a stockade or disciplinary barracks.

5. THE DISCIPLINARY RATES VARY WIDELY BY SERVICE FOR NEW STANDARDS MEN AND ALSO FOR CONTROL GROUP MEN.

- Marine Corps has the highest rate, and Army the next highest. The Navy and Air Force have the lowest disciplinary rates.
- The Navy and Air Force disciplinary rates are lower because:
 - a. They are in a position to be more selective in their enlistments. These Services recruit a higher proportion of high school graduates than Army and Marine Corps. Studies show that high school graduation is even more significant than AFQT score in predicting disciplinary rates.
 - b. The Navy and Air Force have a greater tendency to separate men early in service for unsuitability.
 - c. Navy and Air Force have less Vietnam-generated personnel turbulence than Army and Marine Corps.

SECTION I - EDUCATIONAL UPGRADING

1. THE ARMY, NAVY AND AIR FORCE PROVIDE REMEDIAL READING INSTRUCTION FOR SOME NEW STANDARDS MEN.

- The purpose is to provide the minimum reading skills they will need during their military service.
- At the present time the percentage of New Standards men who receive remedial literacy training is: Army, 20%; Navy, 15%; and Air Force, 36%.
- The Army operates the largest remedial reading program -- about 10,000 men a year. The Navy gives reading training to about 1,400 men a year, and the Air Force 3,000 men a year.

2. GOOD RESULTS ARE BEING ACHIEVED IN THE REMEDIAL READING PROGRAMS.

- 80% or more complete the course and improve their reading ability.
- Grade level gains are between 1.7 and 2.0 for those who complete the course.
- Most men enter at the bottom of the 4th grade in reading ability and are improved to about the 6th grade level.

3. 6% OF ARMY NEW STANDARDS MEN SEPARATING FROM SERVICE RECEIVE TRANSITION TRAINING.

- The 6% includes education (1%) or vocational training (5%).
- Factors that have limited the participation rate are: early releases of Vietnam returnees; non-availability of Transition training at some bases; lack of interest in or qualification for the training that is available at a particular post.

SECTION J - ATTRITION FROM SERVICE AND REENLISTMENT

1. ATTRITION RATES MEASURE THE "STAYING POWER" OF MEN DURING THEIR INITIAL TERMS OF OBLIGATED SERVICE.

- Some of the losses result from the man's performance -- e.g., separations for unsuitability, unfitness and misconduct.
- Other losses occur because of battle deaths, wounds, injuries and medical defects which existed prior to service.

2. ATTRITION RATES FOR NEW STANDARDS MEN ARE MODERATE, BUT EXCEED CONTROL GROUP LOSSES.

12% are lost after 22-24 months service, compared to 7% for the control group.

3. ATTRITION RATES VARY CONSIDERABLY BY SERVICE.

Attrition For 22-24 Month Service Period

	<u>New Standards Men</u>	<u>Control Group</u>
Army	9.1%	5.6%
Navy	16.3%	6.0%
Air Force	19.5%	7.5%
Marine Corps	<u>19.6%</u>	<u>11.8%</u>
DoD	12.2%	6.6%

The DoD attrition rate is a weighted composite of the experience of all four Military Services. Army takes about 65% of all the New Standards men and also has the lowest loss rate. The Navy, Air Force and Marine Corps have higher loss rates, mostly because they separate a higher proportion during the first 2 months of recruit training.

4. LESS THAN HALF OF THE NEW STANDARDS MEN'S ATTRITION IS THE RESULT OF UNSUITABILITY, UNFITNESS OR MISCONDUCT.

Attrition Causes - DoD Total

Unsatisfactory Performance or Behavior.....	46%
Medical.....	32%
Death.....	11%
Other (Hardship, Dependency, etc.).....	11%
Total Attrition.....	100%

5. NEGRO NEW STANDARDS MEN HAVE LESS ATTRITION THAN WHITE NEW STANDARDS MEN.

This difference occurs in all Services.

Attrition Rate by Race
22-24 Months Service

	<u>White</u>	<u>Negro</u>	<u>Total</u>
Army	10.6%	7.2%	9.1%
Navy	17.8%	11.2%	16.3%
Air Force	22.1%	15.1%	19.5%
Marine Corps	22.6%	16.0%	19.6%
DoD	14.1%	9.4%	12.2%

6. 6% OF THE ARMY NEW STANDARDS MEN WHO ENTER SIGN UP FOR ANOTHER TOUR OF SERVICE.

The official reenlistment rate was 25%; however, reenlistment rates are computed on the basis of those who are considered "eligible" to reenlist. Army reenlistment standards are more stringent than standards for initial enlistment or induction. The key criterion that disqualifies many New Standards men is the requirement that they pass 3 aptitude tests. Two-thirds of the Army New Standards men do not meet this reenlistment eligibility criterion. An additional number are ineligible for reenlistment because they were separated for unsuitability, misconduct or medical reasons.

SECTION K - MEDICALLY REMEDIAL NEW STANDARDS MEN

1. MEDICALLY REMEDIALS ARE VERY SIMILAR TO THE CONTROL GROUP IN TERMS OF RACE, EDUCATION, AFQT TEST SCORES AND GEOGRAPHIC ORIGIN.

For example:

	<u>New Standards</u>		<u>Control Group</u>
	<u>Mental</u>	<u>Medical</u>	
Percent Caucasian	59%	90%	91%
Percent High School Graduates	45%	70%	76%
Average AFQT Percentile Score	14	58	57

2. THE OCCUPATIONAL ASSIGNMENT PATTERN OF MEDICALLY REMEDIALS IS FAIRLY CLOSE TO THE CONTROL GROUP EXPERIENCE.

Their assignment pattern varies by Service. For DoD as a whole, they are less likely to be assigned to combat skills than the Control Group.

3. THE PROMOTION RATE OF THE MEDICALLY REMEDIALS IS SATISFACTORY.

They are being promoted faster than the New Mental Standards men, but in most Services they are lagging behind the Control Group.

Percent in Grades E-4 and Above
After 22-24 Months Service

	<u>New Standards</u>		<u>Control Group</u>
	<u>Mental</u>	<u>Medical</u>	
Army	73%	75%	85%
Navy	6%	35%	54%
Air Force	10%	24%	18%
Marine Corps	51%	56%	58%

4. THE DISCIPLINARY RECORD OF MEDICALLY REMEDIALS IS VERY GOOD.

For DoD as a whole, they have a lower incidence of non-judicial punishment and court-martial convictions than the Control Group. In Army, they have a slightly higher disciplinary rate than Control Group men.

5. ATTRITION FROM SERVICE AMONG MEDICALLY REMEDIALS IS MODERATE.

- They have about the same loss rate as New Mental Standards men. They have a higher loss rate for medical reasons and a lower loss rate for unsatisfactory performance and behavior.
- The Medically Remedials do have a higher loss rate than the Control Group, primarily because of separations for medical reasons.
- The loss rate of the Medically Remedials can be expected to drop as the Services acquire more experience in the selection and treatment of these men.

SUMMARY

Project One Hundred Thousand has been in operation for more than three years. During this period we have been meeting the numerical goals we established for accepting men who would have been previously rejected for service. In so doing, we have been meeting two key objectives of Project One Hundred Thousand:

- The number of voluntary enlistments has been increased, thereby reducing reliance on the draft.
- The equality of the draft has been improved by qualifying men who can perform successfully in a variety of military jobs.

Project One Hundred Thousand also has as an objective the improvement of the competence of disadvantaged youth. This important social goal is being performed as a by-product of military service. It is too early to evaluate the impact of military service on these men. During 1970 we will begin receiving information on the employment status, earnings and continuing education and training of Project One Hundred Thousand men who have left service. In 1971 we plan to compare Project One Hundred Thousand veterans with a control group of men who did not serve in the military. In the meantime, we know that during military service, most of these men are receiving training in civilian-related skills and many are being upgraded educationally. Perhaps even more important are the less tangible benefits of improved work habits and a new sense of confidence in their ability to be effective in the adult world of work.

As could be expected, the men brought in under reduced mental standards do not perform as well as a cross section of men with higher test scores and educational abilities. This is true on all measures -- training attrition, promotions, supervisory ratings, disciplinary record, and attrition from service. The differences are not large and we feel they are acceptable when balanced against the military and social goals of the program.

The characteristics and performance of the Medically Remedial men are very comparable to those of a cross section of servicemen. These men are all volunteers. Their medical conditions would normally bar them from being subject to the draft. Some are receiving corrective surgery, but most of the Medically Remedials are weight cases -- men who are grossly overweight or seriously underweight. For many men these metabolic conditions are a serious physical and psychological drag in the civilian world. They are becoming effective soldiers and have a brighter future as a result of the rigorous physical conditioning and controlled diet they receive in service.

Although Project One Hundred Thousand has been successful, it is most important that the numbers we accept be in balance with the numbers and types of jobs these men are capable of filling. For this reason, the quotas for Project One Hundred Thousand are now set as a percentage of total input of men for the enlisted ranks. Instead of a fixed goal of 100,000 per year, the number of New Standards men accepted annually will fluctuate. We expect New Standards accessions in Fiscal Year 1970 will be lower than in the previous year.

SECTION A - Progress in Meeting Accession Goals

Source: Report of Chargeable Enlistments and Inductions
by Service, Mental Category and Education --
DD-M(M)942.

Period Covered: October 1, 1966, to September 30, 1969.

Description: This section contains the following information:

Tables A-1 and A-2 - The number of New Standards
men accepted compared to quotas.

Table A-3 - New Standards men as a proportion of
total input.

Tables A-4 and A-5 - Procurement source for New
Standards men -- enlistees vs.
inductees.

Table A-6 - Mental Group IV accessions compared
to quota.

Table A-7 - Medically Remedials accepted, by
type of condition.

Table A-8 - Description of current quota system
for New Standards men and Group IV's.

TABLE A-1

New Standards Accessions - By Service
36 Months - October 1, 1966-September 30, 1969

Service	Quota	Achieved			Number Over Quota
		Total	Mental	Medically Remedials	
Army	152,658	162,342	156,846	5,496	9,684
Navy	30,961	31,811	24,971	6,840	850
Air Force	25,048	25,175	20,665	4,510	127
Marine Corps	26,291	26,712	24,707	2,005	421
DoD	234,958	246,040	227,189	18,851	11,082
% Mental & Medical		100.0%	92.3%	7.7%	

COMMENT:

At the end of 36 months we accepted 246,040 New Standards men. 92% of this group were accepted on the basis of reduced mental standards, and the remaining 8% were Medically Remedial men.

The quota for the 3-year period was exceeded by more than 11,000, with most of the overage occurring in Army. The next chart compares quota and achieved for each of the 3 years.

TABLE A-2

New Standards Accessions Compared to Quota - DoD

Time Period	Quota	Achieved	Over or Under
First Year - 10/66 - 9/67	40,000	49,252	+ 9,252
Second Year - 10/67 - 9/68	100,000	91,415	- 8,585
Third Year - 10/68 - 9/69	94,958	105,373	+10,415
TOTAL	234,958	246,040	+11,082

COMMENT:

The target for the first year was 40,000 New Standards men and approximately 100,000 each year thereafter. Project One Hundred Thousand derived its name from this goal. Starting with the third year of the program, the quotas were expressed in terms of a percentage of total accessions rather than a fixed annual goal of 100,000 per year. Table A-8 describes the percentage quotas which were put into effect starting October 1968. The third year goal of 94,958 was derived by the application of these percentage quotas. The input of New Standards men in future years will vary, depending on the size of the total input of new men into service. Current objectives require that New Standards men constitute 11% of the total new accessions for the enlisted ranks. The percentage quota varies by Service.

During the first year of the program we exceeded our goal by more than 9,000 men. This first year's overage was applied toward meeting the second year's goal. By the end of the third year the cumulative quota had been exceeded by more than 11,000.

TABLE A-3

New Standards Men As a Percentage of
Total Enlisted Non-Prior Service Accessions - DoD

Time Period	Total	Army	Navy	Air Force	Marine Corps
<u>First Year - Oct 66-Sep 67</u>					
Total Accessions	702,986	445,710	94,958	93,063	69,255
New Standards Accessions	49,252	38,135	3,696	3,949	3,472
%	7.0%	8.6%	3.9%	4.2%	5.0%
<u>Second Year - Oct 67-Sep 68</u>					
Total Accessions	816,983	511,079	120,735	94,428	90,741
New Standards Accessions	91,415	58,850	12,883	9,786	9,896
%	11.2%	11.5%	10.7%	10.4%	10.9%
<u>Third Year - Oct 68-Sep 69</u>					
Total Accessions	789,955	456,759	136,009	103,166	94,021
New Standards Accessions	105,373	65,357	15,232	11,440	13,344
%	13.3%	14.3%	11.2%	11.1%	14.2%
<u>36 Months - Total</u>					
Total Accessions	2,309,924	1,413,548	351,702	290,657	254,017
New Standards Accessions	246,040	162,342	31,811	25,175	26,712
%	10.7%	11.5%	9.0%	8.7%	10.5%

TABLE A-4

Procurement Source For New Standards Men - By Service
36 Months - October 1, 1966-September 30, 1969

Service	Total N/S Men	Procurement Source	
		Enlistees	Inductees ^{a/}
Army	162,342	48,805	113,537
Navy	31,811	31,811	--
Air Force	25,175	25,175	--
Marine Corps	26,712	24,188	2,524
DoD	246,040	129,979	116,061
Percent	100.0%	52.8%	47.2%

a/ Selective Service draftees.

COMMENT:

For DoD as a whole, more than half (53%) of the New Standards men have been volunteers. The Navy and Air Force have not used the draft during this time period for any of their enlisted manpower needs; therefore, all of their New Standards men were volunteers.

The lowering of mental standards and the Medically Remedial Enlistment Program have had the effect of lowering draft calls for the Army and the Marine Corps. It is probable that the Navy and the Air Force would have been able to meet their recruitment quotas during the past 3 years without any lowering of entrance standards.

TABLE A-5

Trend in Procurement Source For New Standards Men

Time Period	Enlistment	Induction ^{a/}	Total
<u>First Year</u> (Oct 66-Sep 67) - Number %	16,637 33.8%	32,615 66.2%	49,252 100.0%
<u>Second Year</u> (Oct 67-Sep 68) - Number %	53,447 58.5%	37,968 41.5%	91,415 100.0%
<u>Third Year</u> (Oct 68-Sep 69) - Number %	59,895 56.8%	45,478 43.2%	105,373 100.0%
<u>Total</u> (36 Months) - Number %	129,979 52.8%	116,061 47.2%	246,040 100.0%

a/ Selective Service draftees.

COMMENT:

This table shows the trend in the proportion of New Standards men accepted by voluntary enlistment. In the first year 33.8% were volunteers. This percentage rose to 58.5% in the second year and declined slightly to 56.8% in the third year. The number of voluntary enlistments for Project One Hundred Thousand continued to grow in the third year of the program.

TABLE A-6

Mental Group IV's^{a/} As a Percent Of
Total Non-Prior Service Enlisted Accessions

Time Period	Army	Navy	Air Force	Marine Corps	DoD
FY 1966 - Before Proj 100,000	23.4%	5.7%	6.6%	13.5%	16.6%
Proj 100,000 Period -- 10/66-9/69	27.5%	17.4%	17.0%	23.4%	24.2%
<u>By Year During Proj 100,000</u>					
<u>First Year - 10/66-9/67</u>					
Quota	25.9%	15.0%	15.0%	18.0%	22.3%
Achieved	27.5%	15.0%	15.5%	20.7%	23.6%
<u>Second Year - 10/67-9/68</u>					
Quota	24.5%	17.0%	17.0%	21.0%	22.2%
Achieved	27.8%	17.4%	17.2%	21.9%	24.3%
<u>Third Year - 10/68-9/69</u>					
Quota	24.0%	18.0%	18.0%	24.0%	22.1%
Achieved	27.2%	19.1%	18.2%	26.7%	24.5%

a/ Group IV's are men who score between the 10th - 30th percentile on the Armed Forces Qualification Test. Also included in the Group IV figures are men who fail to pass the minimum mental standards but are accepted on the basis of a review by the test psychologist (Administrative Acceptees). The following AFQT groupings are used for administrative purposes:

<u>Group</u>	<u>Percentile Score</u>	
I	93 - 100	Above Average Group
II	65 - 92	Above Average Group
III	31 - 64	Average Group
IV	10 - 30	Below Average Group
V	0 - 9	Ineligible For Service

COMMENT:

Group IV's are those men who score between the 10th and 30th percentile on the Armed Forces Qualification Test (AFQT). New Standards Mental men are low-scoring Group IV's -- primarily, men who score AFQT 10-15 and those who score in the AFQT 16-20 range but do poorly on the verbal and arithmetic portions of the test.

During the first 3 years of Project One Hundred Thousand, 24.2% of new enlisted accessions were Group IV's, compared to 16.6% in the fiscal year before Project One Hundred Thousand began. Mental Group IV quotas were established during Project One Hundred Thousand to assure that the Military Services use a normal share of the Group IV's in the national manpower pool -- about 22%.

We have been meeting our quotas for accepting a specified portion of Group IV men.

Table A-8 displays the current Group IV quotas and the quotas for New Standards men (lower Group IV's).

TABLE A-7

Number of Medically Remedials Accepted
By Physical Condition

February 1, 1967 - September 30, 1969

Condition	Number Accepted	% of Total
1. Overweight	11,804	62.6%
2. Underweight	3,840	20.4
3. Hernia of the Abdominal Cavity	1,293	6.9
4. Undescended Testicle, Unilateral	910	4.8
5. Pilonidal Cyst or Sinus	396	2.1
6. Undescended Testicle and Inguinal Hernia, Same Side	180	1.0
7. Hydrocele	158	0.8
8. Hydrocele and Inguinal Hernia, Same Side	134	0.7
9. Varicocele	70	0.4
10. Hemorrhoids	22	0.1
11. Orthopedic Fixture at Site of Old Fracture	17	0.1
12. Deviated Nasal Septum	11	0.1
13. Hyperdactylia (Hands or Feet)	9	*
14. External Otitis	5	*
15. Simple Goiter	2	*
Total	18,851	100.0%

* Less than 0.05%.

COMMENT:

The Medically Remedial portion of Project One Hundred Thousand was initiated in February 1967, and was operated on a trial basis the first 8 months. The program was then expanded by adding to the original list of remedial conditions and by more intensive recruiting. The program is limited to men who volunteer and have a specific physical defect that can be corrected by minor surgery at military medical facilities or by physical conditioning during basic training. After treatment, and convalescence, if necessary, the man meets the regular physical standards and begins normal training.

The first 6 conditions account for nearly 98% of the input. The overweight and underweight cases account for 83% of the men accepted.

TABLE A-8

Current Service Quotas
For Group IV's and New Standards Men

A. Mental

Quotas as a Percent of Total Enlisted Accessions

	<u>Group IV's</u>	<u>New Standards Mental Men</u>	
		<u>Total</u>	<u>AFQT 10-15</u>
Army	24.0%	12.0%	6.0%
Navy	18.0%	9.0%	4.5%
Air Force	18.0%	9.0%	4.5%
Marine Corps	<u>24.0%</u>	<u>12.0%</u>	<u>6.0%</u>
DoD	22.1%	11.0%	5.5%

For example, 24% of the new men accepted by the Army must be Group IV's. Half of the Group IV's must be New Standards men (12.0%). Half of the New Standards men (6.0%) must score in the AFQT 10-15 range. Separate quotas are established for Medically Remedials.

B. Medically Remedials

Quotas as a Percent of Those Who Enlist For Service
(No Quota Applied to Draftees)

Army	1.0%
Navy	2.0%
Air Force	2.0%
Marine Corps	<u>1.0%</u>
DoD	1.5%

For example, 1.0% of those who enlist in the Army are required to be Medically Remedial personnel. The quota is not applied to Army draftees because the Medically Remedial portion of Project One Hundred Thousand is restricted to men who volunteer for remediation of their physical conditions.

COMMENT:

The quotas displayed in Table A have been in effect since October 1, 1968. During the first 2 years of Project One Hundred Thousand the quotas were expressed in terms of numerical goals. A shift was made to percentage quotas so that the yield of New Standards men would fluctuate upward and downward as the total input of servicemen changed from year to year. This means that if the size of the Armed Forces is reduced in the future -- accompanied by reduced inputs -- we will be accepting fewer New Standards men. The percentage quota method is designed to keep the input of New Standards men in balance with the number of jobs which they are capable of performing.

The quotas for New Standards Mental men vary by Service, in recognition of the different occupational mix in each Service. On the whole, the Navy and Air Force have a higher proportion of complex jobs than the Army and Marine Corps. The Service variation in Medically Remedial quotas is based on the differences in Service ability to recruit men who wish to volunteer for medical remediation.

SECTION B - Characteristics of New Standards Men (Mental)*

Source: Project One Hundred Thousand Performance Reporting System (DoD Instruction 1145.3). The individual tables indicate when other data sources were used for some of the control group data.

Coverage: New Mental Standards men who entered service October 1, 1966 - June 30, 1969. Data are collected for all New Standards men.

Control Group - Men selected by each Service as representative of accessions under previous mental standards. The control group therefore includes men with above average, average and slightly below average scores on the Armed Forces Qualification Test.

Description: This section contains the following information:

Table B-1 - Home Geographic Area

Table B-2 - Race

Table B-3 - Age

Tables B-4 to B-7 - Education

Tables B-8 to B-11 - Reading and Arithmetic
Computation Ability

Table B-12 - Scores on the Armed Forces Qualification
Test

Table B-13 - Civil Court Convictions

Table B-14 - Income (Pre-Service)

* Section K describes the characteristics of the Medically Remedials.

TABLE B-1

Home Geographic Area

Geographic Area ^{1/}	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
<u>Total United States</u>	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Northeast</u>	19.5	13.9	2.9	17.0	20.9
New England	4.5	1.3	0.6	3.2	5.0
Middle Atlantic	15.0	12.6	2.3	13.8	15.9
<u>North Central</u>	25.4	16.1	7.4	21.6	33.9
East North Central	18.7	13.8	2.5	16.6	23.5
West North Central	6.7	2.3	4.9	5.0	10.4
<u>South</u>	39.5	65.4	15.6	49.3	27.7
South Atlantic	17.4	33.5	5.1	23.7	12.5
East South Central	10.7	14.7	1.8	11.9	6.4
West South Central	11.4	17.2	8.7	13.7	8.8
<u>West</u>	15.6	4.6	74.1	12.1	17.5
Mountain	4.0	0.6	20.6	2.9	4.3
Pacific	11.6	4.0	53.5	9.2	13.2

^{1/} The states within each geographic area are as follows:

New England: Conn., Maine, Mass., N. H., R. I., Vt.

Middle Atlantic: N. J., N. Y., Pa.

East North Central: Ill., Ind., Mich., Ohio, Wisc.

West North Central: Iowa, Kan., Minn., Mo., Neb., N. D., S. D.

South Atlantic: Del., Fla., Ga., Md., N. C., S. C., Va., D. C.,
W. Va., P. R.

East South Central: Ala., Ky., Miss., Tenn.

West South Central: Ark., La., Okla., Tex.

Mountain: Ariz., Colo., Idaho, Mont., Nev., N. M., Utah, Wyo.

Pacific: Alaska, Calif., Hawaii, Oregon, Wash.

TABLE B-2

Racial Distribution by Service - Percent

Service	New Standards Men				% Non-Caucasian in Control Group ^{a/}
	Caucasian	Non-Caucasian			
		Negro	Other	Total	
Army	57.8%	40.7%	1.5%	42.2%	10.1%
Navy	69.2	28.9	1.9	30.8	4.9
Air Force	56.4	42.3	1.3	43.6	8.8
Marine Corps	57.3	41.1	1.6	42.7	9.9
DoD	58.8%	39.7%	1.5%	41.2%	9.1%

^{a/} Based upon numbers shown in AFES Qualitative Distribution Report for accessions during Oct 66 - Jun 69, less New Standards men.

TABLE B-3

Average Age - Years

Service	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	20.7	21.0	21.2	20.8	20.7
Navy	19.4	19.6	20.2	19.5	19.7
Air Force	19.2	19.2	19.7	19.2	19.2
Marine Corps	18.8	19.3	19.8	19.0	19.0
DoD	20.3	20.2	20.9	20.3	20.2

TABLE B-4

High School Graduates - Percent

Service	New Standards Men				Control Group ^{a/}
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	30.1%	59.1%	51.6%	42.1%	72.2%
Navy	45.3	65.8	68.4	51.8	86.8
Air Force	63.3	78.5	78.0	69.9	97.2
Marine Corps	24.3	50.8	51.5	35.6	60.6
DoD	34.8%	60.7%	55.3%	45.2%	76.4%

^{a/} Based upon numbers shown in AFES Qualitative Distribution Report for accessions during Oct 66 - Jun 69, less New Standards men.

TABLE B-5

Average Number of School Grades Completed

Service	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	10.0	11.2	11.0	10.5	11.8
Navy	10.5	11.3	11.2	10.8	12.2
Air Force	11.2	11.8	11.8	11.5	12.5
Marine Corps	10.0	11.1	10.9	10.5	11.4
DoD	10.2	11.3	11.0	10.6	11.9

TABLE B-6

Distribution of School Grades CompletedNew Standards Men

Service	Percent Distribution by Number of Grades Completed					
	7 or Less	8	9-11	12	13-16	TOTAL
<u>DoD</u>						
Total	4.9%	9.7%	40.2%	42.3%	2.9%	100.0%
Caucasian	7.1	14.1	44.0	32.7	2.1	100.0
Negro	1.4	3.2	34.7	56.6	4.1	100.0
Other	2.8	6.4	35.5	48.9	6.4	100.0
<u>Army</u>						
Total	5.8	11.1	41.0	39.2	2.9	100.0
Caucasian	8.8	16.3	44.8	28.1	2.0	100.0
Negro	1.6	3.7	35.6	55.1	4.0	100.0
Other	2.8	6.6	39.0	44.2	7.4	100.0
<u>Navy</u>						
Total	3.4	8.3	36.5	50.3	1.5	100.0
Caucasian	4.6	10.8	39.3	44.6	0.7	100.0
Negro	0.7	2.6	30.9	63.1	2.7	100.0
Other	3.0	6.2	22.4	65.7	2.7	100.0
<u>Air Force</u>						
Total	1.4	3.1	25.6	62.9	7.0	100.0
Caucasian	2.2	4.7	29.8	57.6	5.7	100.0
Negro	0.3	0.9	20.3	70.0	8.5	100.0
Other	0.5	3.0	18.5	63.5	14.5	100.0
<u>Marine Corps</u>						
Total	3.7	8.8	51.9	34.4	1.2	100.0
Caucasian	5.6	12.9	57.2	23.6	0.7	100.0
Negro	1.2	3.2	44.8	48.7	2.1	100.0
Other	1.8	6.9	39.8	50.6	0.9	100.0

TABLE B-7

Percent of New Standards Men
Who Failed or Repeated School Grades

<u>Number of Grades Failed or Repeated</u>	<u>Percent of Men</u>
0	53.0%
1	29.0
2	13.0
3 or More	<u>5.0</u>
TOTAL	100.0%

TABLE B-8

Median Reading Ability by Grade Level
Compared to Mean Number of School Grades Completed

Service	Total		Caucasian		Non-Caucasian	
	Reading Ability	School Grades	Reading Ability	School Grades	Reading Ability	School Grades
<u>New Standards Men</u>						
Army	6.0	10.5	6.0	10.0	6.1	11.2
Navy	7.1	10.8	7.2	10.5	7.1	11.3
Air Force	7.3	11.5	7.5	11.2	7.1	11.8
Marine Corps	6.1	10.5	6.1	10.0	6.0	11.1
DoD	6.3	10.6	6.4	10.2	6.3	11.3
Control Group	10.9	11.9	11.1	11.9	8.8	11.8

TABLE B-9

Percent of Men Reading at
Various Grade Levels

Reading Grade Level	Percent at Each Level	
	New Standards Men	Control Group
Below 4th Grade	13.3%	1.1%
4th Grade	15.4	1.2
5th Grade	16.3	1.9
6th Grade	21.5	1.3
7th Grade	12.0	6.9
8th Grade	10.4	15.0
9th Grade	5.9	13.6
10th Grade	5.2	9.4
11th Grade	--	25.2
12th Grade	--	24.4
Total	100.0%	100.0%

NOTE FOR TABLES B-8 and B-9: Reading ability tests were administered to New Standards men starting in July 1967. The reading level data in the above tables are based on about 108,000 New Standards men tested July 1967 through June 1969. The control group information is based on tests administered in April 1968 to a sample of non-New Standards men.

TABLE B-10

Median Arithmetic Computation Ability by Grade Level
Compared to Mean Number of School Grades Completed

New Standards Men

Service	Total		Caucasian		Non-Caucasian	
	Arith. Ability	School Grades	Arith. Ability	School Grades	Arith. Ability	School Grades
Army	6.1	10.5	6.1	10.0	6.0	11.2
Navy	6.8	10.8	6.9	10.5	6.7	11.3
Air Force	7.2	11.5	7.1	11.2	6.8	11.8
Marine Corps	6.2	10.5	6.2	10.0	6.2	11.1
DoD	6.3	10.6	6.4	10.2	6.2	11.3

TABLE B-11

Percent of Men at Various Arithmetic Computation
Grade Levels

New Standards Men

Arithmetic Grade Level	Percent at Each Grade Level
Below 4th Grade	0.6%
4th Grade	9.0
5th Grade	30.7
6th Grade	39.2
7th Grade	13.3
8th Grade	4.7
9th Grade & Over	2.5
Total	100.0%

NOTE FOR TABLES B-10 and B-11: Arithmetic computation ability tests were administered to New Standards men starting in July 1967. The arithmetic ability data in the above tables are based on about 108,000 New Standards men tested July 1967 through June 1969. Control group data not available.

TABLE K-8

Percent of Medically Remedial New Standards Men
And Control Group Men Committing Offenses in Service^{a/}

22-24 Months of Service

Service	Non-Judicial Punishment ^{b/}		Court-Martial Convictions ^{c/}	
	Medically Remedial	Control Group	Medically Remedial	Control Group
Army	10.9%	9.1%	2.2%	1.5%
Navy	2.1	3.5	0.7	0.3
Air Force	1.6	1.5	*	*
Marine Corps	11.4	18.2	*	4.7
DoD	6.4%	8.2%	0.9%	1.4%

* Less than 0.05%.

a/ Medically Remedial New Standards men who entered service July-September 1967, and Control Group men with same length of service.

b/ Light punishment and other corrective measures imposed by a commanding officer for minor offenses and rule infractions.

c/ Includes special, summary and general court-martial convictions.